Integral Theory View into Fear and Vulnerability

I / Personal
This is about “Me” – my psychological, inner world; how I see things, what I experience, my mindset.

We / Relational
A shared vision and interpersonal dynamics among peers; how we interact, what we value together, the team micro-culture.

It / Organizational
Refers to the team structure, methods, metrics, processes, decision making patterns, organizational, leadership and team practices.

Its / Environment
Things external to the team systems, including other value streams, handoffs, rules, corporate culture, and policies.

Adapted from Ken Wilbur
Example Strategies for Dealing with Fears and Vulnerabilities

**Take Responsibility for Yourself**
- Acknowledging that you are becoming defensive or fearful is a good first step. Try telling the person you are with that you’re starting to notice your own defensiveness/fear.

**Detach**
- Explore with conscious awareness, trying to understand the root causes, and ask yourself, “What am I trying to override?” See in all the directions.

**Slow Down**
- Take space, stay quiet for at least a 10-count, take two deep breaths, check/change your posture.

**Start over**
- When your Early Warning System tells you that you might be getting defensive or fearful, acknowledge that to yourself, take some action to reduce your defensiveness/fear, and then start over.

**Check your assumptions**
- Everyone has to make many assumptions daily to get by. There is nothing wrong with making assumptions, and it would be impossible to live a normal life without making them.
- The biggest problem with assumptions is the rigidity with which we hold them.

**Confront your negative self-talk**
- See if you can switch your self-talk from red-zone (defensiveness, fear, aggression, short term) to green-zone (authentic, non-defensive, collaborative, long term)

---

**Example Lines of Inquiry / Exploration**

**Personal**
- What am I expected to do...
- What do I want to learn more about...
- What is one question that I should ask....

**Relational**
- What is one thing we can both stop/start doing is....
- Wha are are both motivated by....
- What don’t we dare do yet is...

**Organizational**
- What do I expect from my team leadership is....
- What puts the team at risk is....
- What the team needs most is....

**Environment**
- I’m proud of our business unit/company when...
- What our stakeholders can expect from us is....
- The reason our value stream can be blocked here is...

---

**Adapted from Radical Collaboration, by James Tamm**

---

**Andy Cleff**

- andycleff@icloud.com
- andycleff.com
- linkedin.com/in/andycleff
- @JustSitThere